



PARKDEAN RESORTS
MODERN SLAVERY STATEMENT
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

This statement sets out the steps taken by Parkdean Resorts Limited and its group companies¹ (we, us, our or Parkdean Resorts) pursuant to section 54, Part 5 of the Modern Slavery Act 2015 (Act).

About us

Parkdean Resorts own and operate 67 holiday parks across the UK, selling over 500,000 holidays and short breaks annually under the Parkdean Resorts' brand and have over 20,000 holiday home owners who own a holiday home at one of our parks. Parkdean Resorts has approximately 1800 established employees and almost 5000 seasonal employees (at peak times), all based in the UK. Our supply chain includes the procurement of goods and services necessary for the ownership and operation of holiday parks and for re-sale to our guests and holiday home owners.

Our commitment

At Parkdean Resorts we recognise our responsibility in ensuring sound social and environmental practices in our own on-park operations and in our supply chain. We are committed to eradicating modern slavery and human trafficking in any part of our business and supply chain.

Our people

We operate only in the UK and abide by all employment laws including age and eligibility to work verifications. As such, we believe that we are at low risk of modern slavery in our employee base. Our internal employee standards and policies are consistent with the requirements of the Universal Declaration on Human Rights and the spirit of the International Labour Organisation core labour standards.

Our ethics code sets out the foundation of our policies, procedures and guidance to enable us to conduct our business honestly, with integrity and respect. We also have specific policies on anti-bribery and corruption, harassment and bullying, as well as whistleblowing. These outline the standards and behaviours that we expect from all our employees, contractors and business partners. Our employees are encouraged to identify and report any potential breaches of our policies either through established internal procedures or through an independent whistleblowing hotline. We are developing appropriate ethics training for all employees and new joiners as part of our people development programme and will update relevant policies alongside this.

Due to the nature of our operations, we engage with a large number of suppliers at both a national and local level. However, the majority of our expenditure is with a relatively small number of suppliers.

We want to work with the right suppliers who not only meet our quality standards but also share our values and treat their obligations towards modern slavery and human trafficking with the same

¹ This statement is produced for Parkdean Resorts Limited (09697677) as well as the group's holding and subsidiary companies. In this statement all references to the business, we or us are references to the Parkdean Resorts business as carried on by these companies which include Richmond UK Top Holdco Limited, Richmond UK Holdco Limited, Richmond UK Bidco Limited, Parkdean Resorts UK Limited, PD Parks Limited, Parkdean Holidays Limited, Parkdean Holiday Parks Limited, Park Resorts Limited, Vauxhall Holiday Park Limited, Parkdean Caravan Parks Limited, Southernness Holiday Village Limited, Weststar Holidays Limited, GB Holiday Parks Limited, Manor Park Holiday Park Limited, Southview Leisure Park Limited, Upperbay Limited, Lake District Leisure Pursuits Limited and South Lakeland Parks Limited.


importance as we do. We are developing a new Supplier Approval Framework which sets out the attributes that we expect of all our suppliers and this is currently being implemented. As part of the onboarding process, our suppliers must commit to abide by our regulatory and ethical obligations including combatting modern slavery, ensuring compliance with minimum wage requirements and ethical trading as well as other industry specific initiatives where relevant. We now require our suppliers to submit a copy of their modern slavery statement as part of onboarding and if one is not available, they are required to complete a questionnaire detailing what measures they have in place to combat slavery in their supply chain. We are applying this requirement retrospectively to all of our existing supplier base.

In addition to the above, we continue to ensure that all our contracts contain appropriate clauses placing obligations in relation to the prevention of modern slavery and human trafficking on our suppliers and concession operators.

Managing the risks around all forms of modern slavery and human rights is an iterative process. Following implementation of our Supplier Approval Framework, we are planning to map our global supply chain to identify risk spots as well as progress category risk assessments and develop key performance indicators to monitor our suppliers and measure the effectiveness of steps being taken in order to minimise the risk of modern slavery and human trafficking in our supply chain. We will also consider development of a module on modern slavery and trafficking for inclusion in our online employee training programme.

Based on the above, we consider that our policies and procedures are continuing to evolve to a reasonable level of assurance of minimising the risk of modern slavery and human trafficking in our operations and our supply chain.

This statement has been approved by the Board of Directors and will be reviewed on an annual basis.

A handwritten signature in black ink, appearing to read "SRB", is written over a horizontal dotted line.

Steve Richards

Chief Executive Officer, Parkdean Resorts

Date 23rd July 2021